

# ENLISTED CAREER NOTES



## TRACKED ADVANCED NCO COURSE

A new Infantry Advanced Noncommissioned Officer Course (ANCOC) program of instruction (POI) is being developed that will give CMF 11 infantry platoon sergeants instruction that relates to their specific MOSs. The current POI offers the same instruction to all soldiers in CMF 11.

The new program will consist of four tracks (11B, 11C, 11H, and 11M) that address the specific Skill Level 4 requirements for each MOS. It is expected to be implemented in Fiscal Year 1990.

## BRADLEY MASTER GUNNERS

Qualified Bradley fighting vehicle NCOs who want to train as master gunners may do so on the way to their next duty station.

The 14-week master gunner course includes gunnery training and detailed instruction on turret weapon maintenance, range operations, and preparing quarterly gunnery training programs. The course is conducted at Fort Benning.

To qualify, a soldier must meet the following requirements:

- Be on active duty.
- Be qualified in MOS 11M (fighting vehicle infantryman).
- Have a GT score of 100 or higher.
- Have at least 11 months remaining on his current enlistment.
- Be in the rank of sergeant (promotable), staff sergeant, or sergeant first class.
- Be recommended by his battalion commander.

A qualified NCO can apply by submitting a DA Form 4187 (Personnel Action) and updated DA Forms 2A and 2-1 (Personnel Qualification Record, Parts I and II). His local personnel

administration center will help with the application packet.

Additional information is available from the Infantry Branch of PERSCOM, AUTOVON 221-8055/8056 or commercial (202) 325-8055/8056.

## DRILL SERGEANTS NEEDED

The Army is looking for qualified sergeants first class, particularly infantrymen, to train and serve as drill sergeants.

Soldiers who are interested in volunteering should contact their local personnel staff NCO or personnel service company for details.

NCOs who are stationed at training posts that have drill sergeants may apply any time. Other soldiers stationed in the continental United States must complete at least 36 months at their current duty stations before applying.

NCOs stationed overseas should apply at least 10 to 12 months before their scheduled return.

## BASIC RIFLE MARKSMANSHIP IN NCOES COURSES

As part of its Train the Trainer (T3) emphasis, the Infantry School has been looking at M16 rifle marksmanship (BRM) within its resident NCO Education System courses.

To make sure NCO leaders will be able to train their subordinates on basic rifle marksmanship, the School has integrated T3 modules into its Basic NCO Course (BNCOC) and Advanced NCO Course (ANCOC).

CMF 11 BNCOC students at Fort Benning now receive 16 hours of T3 instruction on basic rifle marksmanship sustainment. This module contains blocks of in-

struction on U.S. Army training strategy and mechanical training (T3); coaching and remedial training techniques, marksmanship fundamentals; grouping, zero, feedback; nuclear, biological, chemical; and night firing techniques and qualification.

This 16-hour module has been incorporated into the new revised CMF 11 BNCOC program of instruction and will be phased into all Infantry BNCOCs by 1 October 1989.

The 24-hour ANCOC module, implemented in January 1989, covers all the subjects in the BNCOC module in greater detail and concludes with qualification on a record range.

## IRR/IMA REENLISTMENT

An agreement between the Army Reserve Personnel Center (ARPERCEN) and the U.S. Army Recruiting Command (USAREC) has made reenlisting easier for Reserve soldiers who are not in units.

An enlisted IRR or IMA soldier who wants to reenlist first contacts his ARPERCEN personnel management NCO. ARPERCEN begins the action and forwards reenlistment documents and instructions to the soldier.

Once he has his reenlistment documents (DD Forms 4-1 and 4-2, DA Form 4688, and the ARPERCEN instructions), his local recruiter will help him complete the paperwork and will schedule a commissioned officer to administer the oath.



# OFFICERS CAREER NOTES



## TIME ON STATION

Most branch qualified infantry captains are surprised to learn that they are being reassigned away from troops long before they reach the CONUS goal of 48 months time on station (TOS).

The average infantry captain in CONUS can expect to spend 14 to 16 months in command (the goal is 18 months) before becoming branch qualified and then an average of 32 months TOS before being assigned away from troops.

The reason for the 32-month TOS average is the continuing need for good, branch-qualified infantry captains to fill critical duty positions that sustain Army readiness, support the training base, and man essential functional area assignments. In addition, serving away from troops is an essential part of an officer's professional development.

When the captains who have the most troop experience and institutional knowledge leave early, the losing command feels the effects. The resulting personnel management and manning problems affect the entire organization.

The fact that these departures are occurring at the 32-month TOS point is not expected to change in the foreseeable future. This raises the question of how we can manage infantry captains to lessen the effect on the losing commands and meet the Army's need for captains to serve away from troops.

There are several techniques commanders can use to help assignment officers manage their personnel:

- They can let Infantry Branch know early which officers will progress into second commands. (This applies primarily to mechanized infantry units—a move from a line company into a headquarters company is one of the few options.)
- Request stabilization for training center rotations as soon as training dates are known.
- Identify officers who are scheduled

for overseas unit deployments such as those to the specialized training centers.

- Request stabilization for CONUS-based COHORT company commanders.

Identifying the officers in these categories early will help the assignment officers at Infantry Branch make decisions concerning the timing of their away-from-troops assignments.

The officers in functional areas (FAs) 39, 41, 50, and 54 have the most flexibility. Those with more technical functional areas such as FA 48 (FAO), 49 (ORSA), 51 (R&D), and 97 (Procurement) must proceed with schooling and functional area assignments to qualify in their functional areas before it is time for them to attend a command and staff college.

A captain can assist in the assignment process by indicating his preferences for his away-from-troops duty and location when he is in his sixth month of command. All that is necessary is a short note to his assignment officer. But Infantry Branch strongly urges that he seek guidance from his commander before sending in his preferences.

The 32-month TOS average for branch-qualified captains is a tough problem. But if commanders and officers take these steps, assignment officers will be better able to meet the needs of the Army, place the right officer in the right job, and accommodate individual preferences.

Further information is available from CPT Jim McNulty, CPT Don Phillips, or CPT Steve Barclay at Infantry Branch.

## RECRUITING COMPANY COMMANDS ARE PRIORITY

Officers who have strong files are needed to fill 30-month company command positions throughout the country in the U.S. Army Recruiting Command. The Chief of Staff of the Army has declared these assignments to be top priority.

Officers are also needed to fill staff assignments in USAREC.

All of these jobs are challenging and give officers an opportunity to help shape the Army of the future by ensuring that good soldiers are recruited.

To have the best possible chance of choosing the location they prefer, officers who want an assignment in USAREC should call CPT Don Phillips at AUTOVON 221-5520 at least six months before completing their commands.

## OFFICIAL PHOTOGRAPHS

A recent photograph is an important element in a selection board packet and one of the three items that are sent to promotion boards. (The other two are the officer record brief and the microfiche record.)

Despite the photo's significance, though, there is a continuing problem with the photos in officers' files.

For example, in June 1989, in preparing for the six September majors boards, Infantry Branch at PERSCOM found that 42 percent of the files of the infantry officers in the zone of consideration contained either poor quality photos or none at all.

The deficiencies were the following:

- Awards and decorations (badges, tabs, infantry cord, insignia)—14 percent.
- Uniform (fit, cut, size, shoes)—40 percent.
- Personal appearance (hair, moustache, posture)—9 percent.
- Outdated photo (more than three years old)—31 percent.
- Quality of photo (dark, torn, contrast)—5 percent.

Before having a photograph taken, an officer should check his uniform, or better yet have a fellow officer or non-commissioned officer check it for him. In addition, he should check his photo

before the photo lab sends it to PERS-COM. If at all possible, he should obtain two additional copies and send them directly to Infantry Branch.

Obtaining an official DA photo can be a hassle. But selection boards use them in formulating opinions and making the decisions that affect an officer's advancement. A photo that presents the best possible professional image is well worth any officer's time.

## INFANTRY PRECOMMAND COURSE

The Infantry Precommand Course (IPCC), conducted at Fort Benning, Georgia, is designed to help senior Army leaders prepare to command U.S. Army Infantry units.

The IPCC focuses on how to train, maintain, and fight. It gives maneuver battalion and brigade command designees refresher training in offensive and defensive operations, fire support operations, NBC, logistics, training management, command and control, maintenance, and small arms weapon live fire.

The three-week course is open to Active Army and Reserve Component Infantry and Special Forces officers who are now in command, or have been designated to assume command, of Infantry battalions or brigades. An additional one-week Bradley Fighting Vehicle Commander's Course is conducted for the officers who are designated to command Bradley units.

The first week includes maintenance competency, officer and noncommis-

sioned officer updates, and a staff ride to the Chickamauga Battlefield site. The second week introduces the battlefield operating systems and provides the foundation for five days of tactics, including a live fire tactical exercise without troops. The third week deals with general staff subjects.

Interspersed throughout the course are five sessions with the Commandant and the Assistant Commandant of the Infantry School.

The IPCC's dynamic program of instruction continues to provide the Army's battalion and brigade command designees with the finest preparation possible.

## CORRESPONDENCE COURSES

The Army Correspondence Course (ACCP) Branch at the Infantry School has developed several new courses:

- Courses that support the correspondence phases of the Infantry Officer Advanced Course, Reserve Component (IOAC-RC) and the Infantry Officer Basic Course, Reserve Component (IOBC-RC). These courses are reflected in the new DA Pamphlet 351-20, July 1989.

- A course of instruction to prepare personnel to attend the Long Range Surveillance Leader Course. This course is now available.

In addition, the following courses are now being developed:

- M23, Mortar Ballistic Computer Course.

- BFV Commander's Course (Offense and Defense).

- Joint Interoperability of Tactical Command and Control Systems Course.

- The M16A2 Fundamentals of Marksmanship Course.

Although these four courses do not appear in the new ACCP pamphlet, they will be available 1 October 1989.

Further information on new or existing courses is available from ACCP Branch, USAIS, AUTOVON 835-7151, or commercial (404) 545-7151.

## SHORT-TERM EXTENSIONS OTRA FIRST LIEUTENANTS

A short-term extension program has been approved for OTRA (other-than-regular-Army) first lieutenants who would have been considered for promotion and CVI selection by the March 1990 board but whose term of service expires before that date.

The extension will enable officers to remain on active duty voluntarily until 31 July 1990, or 120 days past the convening date of the board. Approval authority for these extensions has been delegated to the first colonel in an officer's chain of command.

Field commanders have been instructed to grant extensions only to those officers whose records of performance merit continued retention on active duty and who want to remain on active duty past their initial obligations.

Further information is available from personnel service centers and military personnel officers.

